

Teacher Pay Reform

Yes, you. Yes, now.

David Plank



Jeff Camp





Teacher Pay Reform
Now.

Yes, you!



Teachers Matter

Does Pay Matter?



Pay DOES Matter

- Pay influences decisions about:
 - Whether to teach
 - Where to teach
 - What to teach
 - Whom to teach
 - How long to teach
 - How to spend summers, weekends, evenings

No
Magic



Your Attention Please!





Yes, You Can

Others Have Done It (And No Children Were Harmed)



Program Design

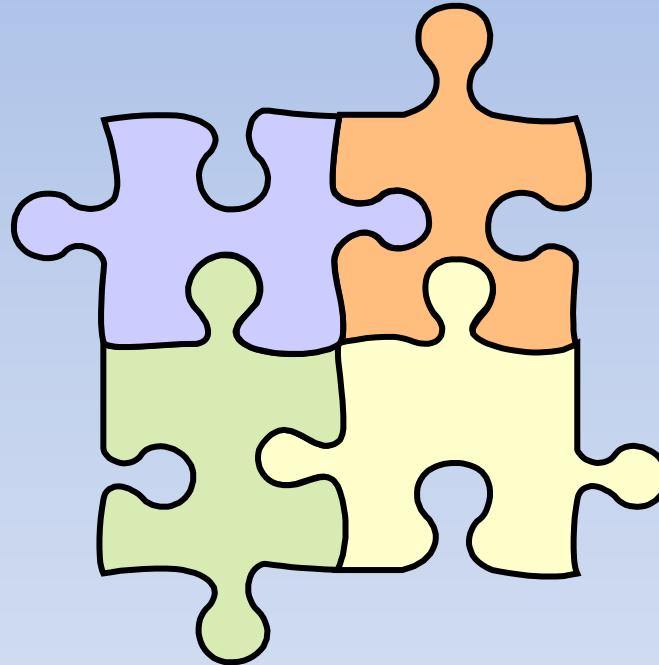
Tie pay increases to

**Teacher
Knowledge
and Skills**

Direct funds to

**Position
Incentives**

(“Hard to Staff” schools
and subjects)



Pay teachers for

**Gains
in Student
Achievement**

Direct funds to

**Additional Pay
For Added
Responsibilities**

(mentors, coaches,
evaluators)

Denver



Photo courtesy of : Brian Gedbery / CTO

New York



TEACHER ADVANCEMENT PROGRAM (TAP)

ARIZONA

ARKANSAS

COLORADO

ILLINOIS

INDIANA

LOUISIANA

MINNESOTA

NORTH CAROLINA

OHIO

PENNSYLVANIA

SOUTH CAROLINA

TEXAS

San Francisco



KEY FEATURES OF SOME TEACHER PAY PLANS

District	K & S	Hard-to-staff	Responsibility	Student Learning
Denver	Yes	Yes		Yes
Minneapolis	Yes		Yes	
Minnesota	Yes	Yes	Yes	Yes
MC			Yes	
NYC				Yes
SF		Yes		Yes
TAP	Yes		Yes	Yes
Texas	Yes	Yes		Yes
Toledo	Yes	Yes	Yes	Yes

Resources and Programs



RESOURCES AND PROGRAMS

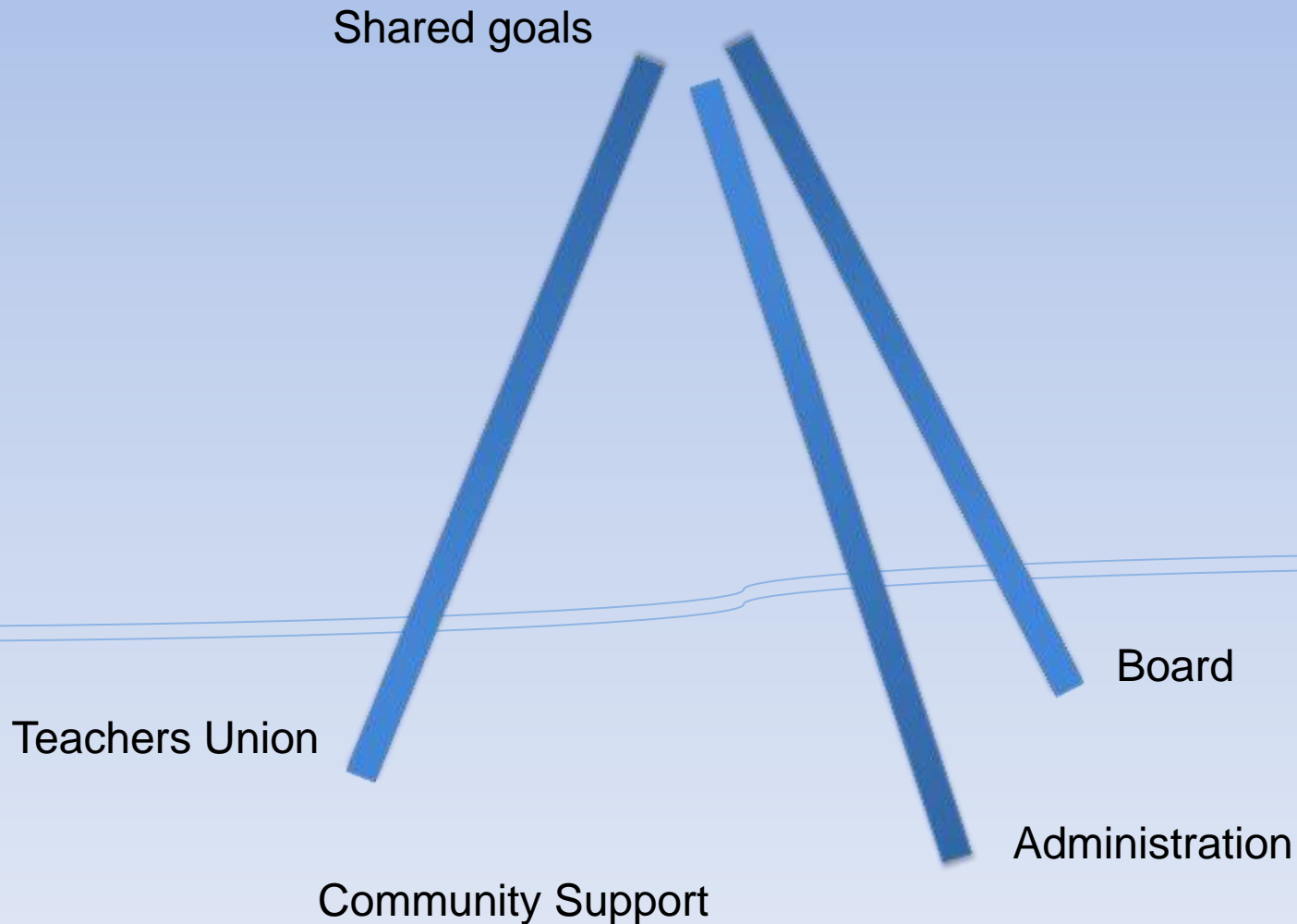
- Race to the Top
- Invest in Innovation (i3)
 - Development grants of up to \$5M, in partnership with TAP or other non-profit?
- Teacher Incentive Fund
 - Improving student achievement by increasing teacher and principal effectiveness;
 - Reforming teacher and principal compensation systems so that teachers and principals are rewarded for increases in student achievement;
 - Increasing the number of effective teachers teaching poor, minority, and disadvantaged students in hard-to-staff subjects; and
 - Creating sustainable performance-based compensation systems.

Federal

Local



The Tripod



Building the Tripod

- Engage *Local* philanthropy
- Local Parcel Tax Campaign
- TIF application
- i3 application

- School board leadership!



Teacher Pay Reform
Now.


Yes, you!

What's next?

- TODAY...
- Book a series of action meetings
- Recruit a community leader as partner
- Learn how to apply for federal \$

For More Information

<http://pace.berkeley.edu/teacherpay/>

A young girl with dark hair, wearing a bright pink one-piece swimsuit, is crouching in clear, shallow blue water. She is viewed from behind, and her hair is slightly blowing in the breeze. The water is very clear, showing the sandy bottom and creating ripples around her. The overall scene is bright and sunny, suggesting a beach or pool setting.

Taking the Plunge